



Department of Rehabilitation Services

Success Stories

John Dean Custom Cabinetry, LCC, Bolton, CT



(From left to right) Leah Dean, Frank Adamo, John Dean.

connect-ability

John Dean Custom Cabinetry, LLC, is a small custom cabinet shop located in Bolton, CT. But there's nothing small about their commitment to employ people of all abilities.



Co-owners John and Leah Dean design, build and install custom cabinetry in Connecticut or, for that matter, anywhere there's a need for fresh design and unique customer service. Creating custom cabinetry takes many steps, each dependent on the other. Everything must come together – your team and your craftsmanship – to create affordable, beautiful cabinetry that meets customer's needs.

Michael (Mick) Posner is an Employment Consultant from the Department of Rehabilitation Services (DORS) and its Bureau of Rehabilitation Services (BRS). Mick talked to John about providing support to find a qualified job candidate. "You know the person's background and abilities because they're prescreened and prequalified," said John. That's particularly attractive to a small shop where one person can make or break synergy and productivity.

So Mick collaborated with colleague TJ LaVoi, Senior Vocational Rehabilitation Counselor, to set up an informational interview with John Dean and job candidate Frank Adamo, who is deaf.

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John Dean, Co-Owner

John was impressed with Frank's work ethic as well as his job skills assessment provided by BRS. Then, John and Mick created an On-the-Job Training (OJT) opportunity, funded by BRS. During that time, BRS provided support for employer and employee alike, as needed.

The available position was for a sander/installer. And while the job takes time to learn, it was apparent from the onset that Frank was the right fit. "You could see Frank really wanted to work," said Leah. As the company has participated in six

OJT opportunities over the years, Leah was not surprised.

"Altruistically, OJT is a way to contribute to the community," says John. But it's also an investment with no risk. According to John, "It's a more productive use of taxpayer dollars."

So how's it working out for Frank Adamo, now an employee? "I love to come to work," said Frank. And that means a more productive life that even a paycheck can't measure.

How we help:

- Candidate Prescreening
- Informational Interview
- On-the-Job Training
- Job Placement
- Access to Work Opportunity Tax Credit

